

ANNUAL PUBLIC FILE EEO REPORT

KVDA TV-60

Call Sign of Station(s): KVDA 4/1/2019– 3/31/2020

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- 46022BR National Sales Manager
- 47408BR Weekend News Photographer
- 48030BR President and General Manager
- 49376BR Weather Anchor / VJ
- 49877BR Vice President of News
- 50375BR Video Journalist
- 50463BR Account Executive
- 50778BR Executive Producer
- 50895BR Production Manager
- 51217BR News Producer
- 51624BR Weekend News Anchor
- 51689BR APC Operator
- 51775BR Account Executive
- 52209BR Photojournalist
- 52221BR Media Manager
- 52609BR Multimedia Journalist
- 53326BR News Producer
- 53687BR Traffic Assistant

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

45 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCUniversal Website	28
Employee Referral	1
Career Builder.com	0
Internal Hire	10

TVJobs.com	0
Career Fairs/Diversity Events	2
External/Industry Referral	0
Contacted by NBCUniversal HR	3
YOH Managed Staffing	1
Americas Job Bank	0

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

JOB FAIRS AND CAREER DAYS

National Association of Broadcaster

4/8-4/11/2019

The 6 members of our Talent Acquisition team attended the National Association of Broadcaster in Las Vegas, Nevada

Investigative Reporters & Editors Conference

6/13-6/16/2019

The Talent Acquisition team attended the IRE conference in Houston, Texas

Asian American Journalists Association

7/31-8/03/2019

The Talent Acquisition team attended AAJA in Atlanta, Georgia

National Association of Black Journalist

8/7-8/11/2019

Talent Acquisition Teams attended The NABJ in Miami, Florida

National Lesbian & Gay Journalists Association

August 29 – September 1, 2019

The Talent Acquisition Teams attended the NLGJANew Convention in New Orleans, Louisiana

National Association Hispanic Journalists

9/5-9/7/2019

James Arroyave, Wiliberto Ocasio, Talent Acquisition Recruiters, Delines Alonso KVDA's News Director, Robert Sarabia KVDA's President and General Manager, Kim Caballero, Director, Human Resources and Oralia Barboza, KVDA's Office Manager attended NAHJ in San Antonio. Kim Caballero, Delines Alonso, News Director, actively participated by talking to participants in the recruiting booth.

Estimated attendance: 1000+

Telemundo Academy

9/13-9/14/19, 10/4-10/5/2019, 11/8-11/9/2019, 11/15-11/16/19, 2/7-2/9/2020

Summary: Telemundo San Antonio supports higher education and contributes directly to a joint program with different universities. Our Telemundo Academy brings first-hand experience and training to college students pursuing a career in journalism. In the two days of intense training, participants learned what it is like to work in a real newsroom. The Talent Acquisition team actively participates scouting for possible candidates. The classes were held at UF (Florida), UTA (Texas), CUNY (New York)

Student Veteran Association

1/03-1/05/2020

The 6 members of our Talent Acquisition Team attended SVA National Convention in Los Angeles California. The conference consisted of a Career Fair and several panels happening throughout the 2 day event. Comcast NBCUniversal hosted a Career Booth as well as a Panel Discussion & Networking Workshop.

Local Job Fairs

10/23/2019

Bexar County Second Chance Job Fair – Telemundo San Antonio participated in the Bexar County 2nd Chance Job Fair at the Freeman Coliseum attended by more than 300 people. Flyers with job openings at the time were distributed.

Community Outreach

5/04/2019

Telemundo San Antonio employees participated in Comcast Cares Day (beautification project) at an IDEA Public school.

4/11/19, 4/25/19, 5/16/19, 5/23/19, 10/24/19, 11/21/19, 12/19/19, 1/16/2020, 1/30/2020, 2/13/2020 & 2/27/2020

Leyendo con Telemundo - Telemundo San Antonio Anchors participated in this initiative in partnership Communities in Schools where our anchors go and read to children (Schools throughout the city).

07/2019

SOS - Apoyando a Nuestras Escuelas – School supply drive Telemundo San Antonio collected school supplies the whole month of July 2019.

08/03/2019 & 08/10/2019

Back to school Fairs - Telemundo San Antonio participated in two back to school fairs - District 1 and District 4 respectively by distributing backpacks.

08/17/2019

Clear the Shelters – Telemundo San Antonio participated in a pet adoption event in partnership with Helotes Humane Society, Humane Society of New Braunfels, Humane Society of San Antonio, San Antonio Pets Alive and the Animal Defense League. Where 469 pets were adopted.

12/11/2019

Jugueton Navideno - Telemundo San Antonio participated in this event in partnership with Avenida Guadalupe distributing more than 500 toys

Station Website

KVDA has an EMPLOYMENT (JOBS) space on its page with a link to [NBCUnicareers.com](https://www.nbcunicareers.com).

EMPLOYEE EEO TRAINING

All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. In addition, KVDA continues to regularly offer trainings to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Such trainings include: Diversity and Inclusion training, Integrity training, and Code of Conduct training.

INTERNAL SKILLS ENHANCEMENT PROGRAMS

Station employees are provided with training and development opportunities designed to enhance their abilities to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, station employees participated in the Talent Lab and the Harvard Manage Mentor Tool training opportunities. In addition, NBCUniversal offers online courses on various topics available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 46022BR National Sales Manager

Date Job Filled: April 22, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	wiliberto.ocio@nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Americas Job Bank	Wiliberto.ocio @nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Employee Referral		Olga Holschbach	Olga.holschbach@nbcuni.com	No
Internal Hire		Olga Holschbach	Olga.holschbach@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 47408BR Weekend Photographer

Date Job Filled: April 1, 2019

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Holschbach	Olga.Holschbach@nbcuni.com	No
Internal Hire		Olga Holschbach	Olga.holschbach@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 48030BR President and General Manager

Date Job Filled: May 3, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Javier Ortiz	Javier.I.ortiz@nbcuni.com	No
Internal Hire		Javier Ortiz	Javier.I.ortiz@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 49376BR Weather Anchor / VJ

Date Job Filled: September 14, 2019

Recruitment Source
That Referred

Ultimate Hire: Former NBCUniversal Employee

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 49877BR Vice President of News

Date Job Filled: July 18, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	Kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 50375BR Video Journalist

Date Job Filled: October 5, 2019

Recruitment Source
That Referred

Ultimate Hire: Contacted by NBCUniversal HR

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 50463BR Account Executive

Date Job Filled: October, 10, 2019

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	martha.lopez1@nbcuni.com	Martha Lopez	818-777-7731	No
Americas Job Bank	martha.lopez1@nbcuni.com	Martha Lopez	818-777-7731	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 50778BR Executive Producer

Date Job Filled: November 23, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	Kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela Montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 50895BR Production Manager

Date Job Filled: September 17, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	wiliberto.ocio@nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Americas Job Bank	wiliberto.ocio@nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 51217BR News Producer

Date Job Filled: October 5, 2019

Recruitment Source
That Referred

Ultimate Hire: Contacted by NBCUniversal HR

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.cabllo@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 51624BR Weekend News Anchor

Date Job Filled: October 24, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 51689BR APC Operator

Date Job Filled: October 17, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	will.ocio@nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Americas Job Bank	will.ocio@nbcuni.com	Wiliberto Ocasio	212-664-3246	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 51775BR Account Executive

Date Job Filled: October 29, 2019

Recruitment Source
That Referred

Ultimate Hire: Current Comcast Employee

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	martha.lopez1@nbcuni.com	Martha Lopez	818-777-7731	No
Americas Job Bank	martha.lopez1@nbcuni.com	Martha Lopez	818-777-771	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 52209BR Photojournalist

Date Job Filled: November 12, 2019

Recruitment Source

That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 52221BR Media Manager

Date Job Filled: November 06, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Kim Caballero	kim.caballero@nbcuni.com	No
Internal Hire		Kim Caballero	kim.caballero@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 52609BR Multimedia Journalist

Date Job Filled: January 10, 2020

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Olga Holschbach	olga.holschbach@nbcuni.com	No
Internal Hire		Olga Holschbach	olga.holschbach@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 53326BR News Producer

Date Job Filled: February 22, 2020

Recruitment Source
That Referred

Ultimate Hire: Contacted by NBCUniversal HR

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Americas Job Bank	karen.mendez@nbcuni.com	Karen Mendez	954-622-6026	No
Employee Referral		Olga Holschbach	olga.holschbach @nbcuni.com	No
Internal Hire		Olga Holschbach	olga.holschbach @nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya @nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 53687BR Traffic Assistant

Date Job Filled: March 12, 2020

Recruitment Source
That Referred

Ultimate Hire: Internal Candidate

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	ali.stelzer@nbcuni.com	Ali Stelzer	212-664-3060	No
Americas Job Bank	ali.stelzer@nbcuni.com	Ali Stelzer	212-664-3060	No
Employee Referral		Olga Holschbach	olga.holschbach@nbcuni.com	No
Internal Hire		Olga Holschbach	olga.holschbach@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No